

Targets	N° Action	Shared actions with UCA	Actions
<b>Promote respect for research ethics and scientific</b>	1	*	Create an Ethics Committee with referents in each research unit of OCA and work on the articulation with the multidisciplinary Research Ethics Committee (CER) of Université Côte d'Azur
	2		Join and participate to the network of ethics committees with the partners of Côte d'Azur site
	3		Create and update a website dedicated to ethical and professional conduct in the field of Earth and Universe Sciences
	4	*	Promote participation in training and workshops organised by Université Côte d'Azur on the theme of research ethics (such as intellectual property, ethical and professional conduct, data ownership, partnerships and research dissemination)
	5	*	Disseminate the guide presenting the principles of ethics, scientific integrity and professional conduct created by Université Côte d'Azur
	6		Contribute, for the field of Earth and Universe Sciences, to the drafting of the Université Côte d'Azur charter that defines each discipline's criteria for contributing to a publication as an author
<b>Increase support for researchers</b>	7	*	Join and participate to the common network (CNRS-UCA-OCA) of coordinators in charge of knowledge transfer, innovation and partnership to assist researchers
	8	*	List and disseminate calls for proposals in the field of Earth and Universe Sciences, and contribute to the platform created by the Université Côte d'Azur which gives access to all open calls for proposals and allows keyword searches
<b>Improve our recruitment process</b>	9	*	Provide a recruitment toolkit that complies OTMR criteria
	10	*	Use ATS (Assistant Tracking System) recruitment software to improve compliance with OTMR criteria
	11		Advertise more teaching and research job openings and job profiles in English (academic networks, social networks, Euraxess...)
	12		Raise awareness of the implementation of the OTM-R criteria among recruitment committees
<b>Provide better support for professional development</b>	13		Establish a system of reception, advice and support at key moments in the career of a researcher.
	14		Create an online guide to explain the pay system (public service pay scales)
<b>Emphasize inclusive staff policy</b>	15		Systematically feminize job descriptions and job offers and mention the possibility for disabled candidates to apply
	16		Deploy the actions of the gender equality action plan
	17		Appoint a disability advisor and work with UCA to create initiatives to support staff members with disabilities
	18		Educate recruitment committees about method of recruitment without discrimination and unconscious bias
<b>Prevent occupational risks</b>	19	*	Integrate the occupational health and safety protection centre created by UCA in order to optimise and carry out joint actions on the site
	20	*	Organise, structure and develop the missions of the OCA's PSR(Psycho-social Risks) unit, and coordinate them with our local partners (UCA, CNRS) carry out joint actions on the site
	21	*	Appoint a mediation correspondent with the UCA mediation center and offer conflict management training to managers

<b>Improving the working environment and conditions for researchers</b>	22	*	Make an inventory of the scientific equipment of the different platforms and use a common database of equipment and associated skills created by UCA
	23		Systematically provide workstations that meet the specific needs of researchers in their institution or for remote work
	24		Improve access to digital resources for researchers especially for researchers with a disability
	25	*	Extend access to remote work to third places or coworking spaces with our local partners
	26	*	Create spaces where the researcher community can meet and share practices linked with their profession
	27		Establish a right-to-disconnect charter and propose support tools
	28	*	Reflect with our local partners on childcare proposals for OCA staff
<b>improve the quality of doctoral supervision</b>	29	*	Strengthen the training and exchange of doctoral supervisors in coordination with UCA
	30	*	Train doctoral supervisors in charge of doctoral students with disabilities
	31		Communicate more about available resources to doctoral students and create listening units with trained correspondents in each research unit
<b>Strengthening the training of doctoral students and researchers</b>	32	*	Organize a campaign to motivate researchers to acquire more training and develop their skills
	33	*	Offer more academic and scientific training programs that increase employability and develop skills
	34	*	Offer more academic and scientific training programs via doctoral schools
<b>Strengthen the dissemination of research to the public</b>	35		Make major research advances more visible within the OCA
	36		Strengthen mediation actions with schools
	37		Strengthen the dissemination of research to the public
	38		Obtain the science with and for society label
	39		Offer training in scientific mediation and astronomy for teachers